


**MEMORANDUM**

November 15, 2013

TO: County Council

FROM: Robert H. Drummer, Senior Legislative Attorney 

SUBJECT: **Public Hearing:** Expedited Bill 29-13, Personnel – Regulations – Persons with Disabilities – Veterans – Hiring Preference Points

Expedited Bill 29-13, Personnel – Regulations – Persons with Disabilities – Veterans – Hiring Preference Points, sponsored by the Council President at the request of the County Executive, was introduced on October 29. A Government Operations and Fiscal Policy Committee worksession is tentatively scheduled for December 2 at 2:00 p.m.

**Background**

Expedited Bill 29-13 would:

- (1) change the hiring preference for a veteran, a veteran with a disability, and a person with a disability from priority consideration to a numeric point system;
- (2) establish a hiring preference for a widow, widower, or spouse of certain veterans;
- (3) require the Executive to adopt regulations implementing a hiring preference point system for certain qualified persons who apply for a County merit position; and
- (4) generally amend the merit system law concerning hiring preferences for certain persons with disabilities and veterans.

The Executive also submitted a proposed regulation, ER 2-13, to implement this Bill if it is enacted. See ©8.

Bill 46-09, Personnel – Regulations – Persons with Disabilities – Hiring Preference, enacted on February 2, 2010, required the Executive to adopt regulations establishing and maintaining a hiring preference for the initial appointment of a qualified person with a disability to a County merit position. The preference must be applied to an eligible applicant who is among the highest rating category in a normal competitive process. The law also established an order of priority between a veteran with a disability, a veteran without a disability, and a non-veteran without a disability. The Executive reported that this priority consideration has been “cumbersome for some departments to administer and has resulted in lengthy delays in filling vacant positions.” Bill 29-13 would convert this priority consideration system to a numeric point system.

The Bill would also create new preferences for certain widows, widowers, and spouses of veterans under the competitive hiring process. The Bill would not affect the non-competitive hiring authority for a person with a disability established in Bill 32-12, Personnel – Regulations – Persons with Disabilities – Noncompetitive Appointment, earlier this year.

This packet contains:	<u>Circle #</u>
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Expedited Bill No. 29 -13  
Concerning: Personnel – Regulations –  
Persons with Disabilities – Veterans  
– Hiring Preference Points  
Revised: October 23, 2013 Draft No. 4  
Introduced: October 29, 2013  
Expires: April 29, 2015  
Enacted: \_\_\_\_\_  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: None  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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By: Council President at the Request of the County Executive

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**AN EXPEDITED ACT to:**

- (1) change the hiring preference for a veteran, a veteran with a disability, and a person with a disability from priority consideration to a numeric point system;
- (2) establish a hiring preference for a widow, widower, or spouse of certain veterans;
- (3) require the Executive to adopt regulations implementing a hiring preference point system for certain qualified persons who apply for a County merit position; and
- (4) generally amend the merit system law concerning hiring preferences for certain persons with disabilities and veterans.

By amending

Montgomery County Code  
Chapter 33, Personnel and Human Resources  
Section 33-7

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*

1       **Sec. 1. Section 33-7 is amended as follows:**

2       **33-7. County Executive and Merit System Protection Board responsibilities.**

3                               \*                       \*                       \*

4       (d)   *Hiring persons with disabilities and veterans.*

5           (1)   Findings.

6                               \*                       \*                       \*

7                   (G)   Veterans, particularly those returning from combat in Iraq  
8                               and Afghanistan, suffer from a high unemployment rate.

9                   (H)   A veteran's spouse must often provide for the family if a  
10                               veteran is unable to work due to a compensable service-  
11                               connected disability of 100 percent.

12                  (I)   A widow or widower of a veteran who dies while on active  
13                               duty in the armed forces suffers an economic loss as well as a  
14                               deep personal loss.

15                               \*                       \*                       \*

16       (3)   Competitive appointment.

17           (A)   The regulation must establish and maintain a [preference]  
18                               priority consideration system for the [initial] appointment  
19                               of a qualified person [with a disability] into a merit  
20                               system position under the following order of preference:

21                   (i)   an employee who is unable to perform the  
22                               employee's job because of a disability or injury  
23                               under the ADA;

24                   (ii)   an employee subject to reduction-in-force;

25                   (iii)   an employee who was granted a temporary  
26                               disability retirement under the Employees  
27                               Retirement System or an initial or temporary

disability benefit of any type under the Retirement Savings Plan or the Guaranteed Retirement Income Plan but is no longer eligible for such a temporary disability retirement or benefit[;

(iv) a veteran with a disability;

(v) an equal preference for a veteran without a disability and a non- veteran with a disability].

(B) This regulation must [only apply the preference to a person who is among the highest rating category in a normal competitive process.] establish a hiring preference point system for the appointment of a qualified person to a County merit position in a competitive process under the following order of preference:

(i) an equal preference for:

(a) a veteran with a disability; and

(b) a spouse of a veteran who is unable to work due to a compensable service-connected disability of 100 percent;

(ii) an equal preference for:

(a) a veteran without a disability who was discharged 5 years or less before the application date;

(b) a non-veteran with a disability; and

(c) a widow or widower of a veteran who died while on active duty 5 years or less before the application date;

(iii) an equal preference for:

(a) a veteran without a disability who was discharged more than 5 years before the application date; and

(b) a widow or widower of a veteran who died while on active duty more than 5 years before the date of application.

(C) The Executive may, by regulation:

(i) exempt a position from the preference point system; or

(ii) apply the preference points to guarantee a qualified applicant an interview for a position that is recruited without an examination or preferred criteria.

\* \* \*

## **Sec. 2. Effective Date.**

The Council declares that this legislation is necessary for the immediate protection of the public interest. This Act takes effect on the date on which it becomes law.

*Approved:*

\_\_\_\_\_  
Nancy Navarro, President, County Council

\_\_\_\_\_  
Date

*Approved:*

\_\_\_\_\_  
Isiah Leggett, County Executive

\_\_\_\_\_  
Date

## LEGISLATIVE REQUEST REPORT

Expedited Bill 29-13

*Personnel – Regulations – Persons with Disabilities – Veterans – Hiring Preference Points*

<b>DESCRIPTION:</b>	The legislation converts the hiring preference given in Bill No. 46-09 to eligible veterans with a disability, other persons with a disability, and other veterans who apply for a County merit position in a normal competitive process from priority consideration to a numeric point system. It also expands the hiring preference to include a new derivative category, widows, widowers, and spouses of veterans under certain circumstances.
<b>PROBLEM:</b>	The current system of hiring preference which provides priority consideration for persons with disabilities and veterans who apply for a County merit position in a normal competitive process and are among the highest rating category has been cumbersome for some departments to administer and has resulted in lengthy delays in filling vacant positions.
<b>GOALS AND OBJECTIVES:</b>	To correct a problem in some departments that has resulted in lengthy delays in filling positions.
<b>COORDINATION:</b>	Office of Human Resources
<b>FISCAL IMPACT:</b>	To be requested.
<b>ECONOMIC IMPACT:</b>	To be requested.
<b>EVALUATION:</b>	To be requested.
<b>EXPERIENCE ELSEWHERE:</b>	To be researched.
<b>SOURCE OF INFORMATION:</b>	Stuart Weisberg, Office of Human Resources (240-777-5154)
<b>APPLICATION WITHIN MUNICIPALITIES:</b>	Not applicable.
<b>PENALTIES:</b>	None



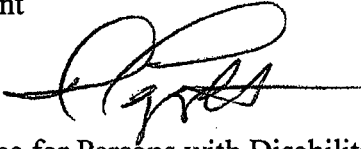
OFFICE OF THE COUNTY EXECUTIVE  
ROCKVILLE, MARYLAND 20850

Isiah Leggett  
County Executive

MEMORANDUM

June 20, 2013

TO: Nancy Navarro, Council President

FROM: Isiah Leggett, County Executive 

SUBJECT: Expedited Bill - Hiring Preference for Persons with Disabilities and Veterans

I am transmitting to Council for introduction an Expedited Bill that would convert the hiring preference established in Bill 46-09, Personnel – Persons with Disabilities – Hiring Preference (enacted February 2, 2010) from priority consideration to a numeric point system. The current hiring preference, which provides priority consideration for persons with disabilities and veterans who apply for a County merit position in a normal competitive process and are among the highest rating category, has been cumbersome for some departments to administer and has resulted in lengthy delays in filling vacant positions. The bill also expands the hiring preference to include a new derivative category for widows, widowers, and spouses of veterans under certain circumstances.

I am also attaching a Legislative Request Report and Fiscal and Economic Impact Statement for the bill. If you have questions about this bill, please contact the Office of Human Resources Director Joseph Adler at 240-777-5010.

Attachments

cc: Joseph Adler, Director, Office of Human Resources  
Marc Hansen, County Attorney

IL:ja






OFFICE OF THE COUNTY EXECUTIVE  
ROCKVILLE, MARYLAND 20850

Isiah Leggett  
County Executive

MEMORANDUM

June 19, 2013

TO: Nancy Navarro, Council President

FROM: Isiah Leggett, County Executive 

SUBJECT: Executive Regulation 2-13, Hiring Preference for Persons with Disabilities

I am transmitting Executive Regulation 2-13, Hiring Preference Points for Persons with Disabilities and Veterans, for Council approval. This regulation would implement an Expedited Bill that I am transmitting simultaneously to Council in a separate package. The bill converts the current hiring preference for persons with disabilities and veterans from priority consideration to a numeric point system. The bill also expands the hiring preference to include a new derivative category for widows, widowers, and spouses of veterans in certain instances. I am also attaching the fiscal impact statement for this regulation.

Executive Regulation 2-13 was advertised in the May 2013 issue of the *Montgomery County Register*. No comments were received in response to this advertisement. The proposed regulation has been reviewed by the Merit System Protection Board and the Board has no objection to the regulation. If you have questions about this regulation, please contact the Office of Human Resources Director Joseph Adler at 240-777-5010.

Attachments

IL:ja



# MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

<b>Subject</b>	<b>Number</b>
Hiring Preference Points for Persons with Disabilities and Veterans	2-13
<b>Originating Department</b>	<b>Effective Date</b>
Office of Human Resources	

## Hiring Preference Points for Persons with Disabilities and Veterans

Executive Regulation No. 2-13

Issued by: County Executive

Supersedes: Executive Regulation No. 3-10

Authority: Montgomery County Code, 2004, §33-7(b)

Council review: Method 1

*Montgomery County Register* Volume 30, Issue 5

Comment deadline: May 31, 2013

Effective date: \_\_\_\_\_

**Summary:** This regulation implements Expedited Bill No. xx-13, Hiring Preference for Persons with Disabilities and Veterans, enacted by the Council on \_\_\_\_\_ 2013. The regulation amends Section 6 of the 2001 Montgomery County Personnel Regulations by converting the hiring preference given by Executive Regulation 3-10 to eligible veterans with a disability, other persons with a disability, and other veterans who apply for County merit positions in a normal competitive process from priority consideration to a numeric point system. The regulation also expands the hiring preference to include a new derivative category, widows, widowers, and spouses of veterans in certain instances.

**Address for comments** Office of Human Resources, Executive Office Building, 7th Floor  
101 Monroe Street, Rockville, Maryland 20850

**Staff contact:** Stuart Weisberg, 240-777-5154, or [stuart.weisberg@montgomerycountymd.gov](mailto:stuart.weisberg@montgomerycountymd.gov)

Please use the key below when reading this regulation:

**Boldface**

Underlining

[Single boldface brackets]

Double underlining

[[Double boldface brackets]]

\* \* \*

Heading or defined term.

Added to existing regulation by proposed regulation.

Deleted from existing regulation by proposed regulation.

Added by amendment.

Deleted from existing or proposed regulation by amendment.

Existing language unchanged by executive regulation.



# MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

<b>Subject</b>	<b>Number</b>
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Office of Human Resources	

## SECTION 6. RECRUITMENT AND APPLICATION RATING PROCESS

\* \* \*

6-11. [Priority consideration] Hiring preference points for [initial] appointment to a County merit system position.

(a) *Definitions*

- (1) Hiring preference points: Numeric points that are added to the passing examination score, preferred criteria resume rating count, or interview rating total of eligible applicants who apply for County merit positions in a normal competitive process.

[(1)]

- (2) *Person with a disability*: A person who:

- (A) has a severe developmental, [disability, severe] physical [disability], or [a] psychiatric disability within the meaning of 5 C.F.R. 213.3102(u), the criteria for disability used by the Federal Office of Personnel Management for noncompetitive appointment to Federal merit system positions under its special hiring authority; and
- (B) has been certified by the Maryland Department of Education Division of Rehabilitation Services or by an equivalent out-of-state vocational rehabilitation agency as meeting the definition of disability contained in (A) above based upon medical evidence.

- (3) Spouse of Veteran with a disability: An individual married to a person who:

- (A) meets the definition of veteran contained in (5) below; and



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(B) is unable to use the preference points because the person has been rated by the Department of Veterans Affairs with a compensable service-connected disability of 100 percent.

[(2)]

(4) ***Veteran with a disability:*** A person who:

- (A) meets the definition of veteran contained in [(3)] (5) below; and
- (B) is rated by the Department of Veterans Affairs with a compensable service-connected disability of 30 percent or more[;].

[(3)]

(5) ***Veteran [without a disability]:*** A [veteran] person who:

- (A) was honorably discharged or released from a branch of the United States armed services[; and] after at least 180 days of active military duty other than for training;
- (B) was not granted a normal retirement from the United States armed services; and

[(B)]

- (C) has not already used veteran's credit to receive priority consideration or preference points for appointment to a [Montgomery] County merit position.

(6) ***Widow or widower of a veteran:*** A person:

- (A) whose spouse was killed while on active duty in a branch of the United States armed services; and
- (B) has not remarried.

[(b)] Subject to persons who must be given priority under Section 6-10, the OHR Director must give priority consideration in the following order to persons who apply for initial appointment to a County merit system position in a normal



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competitive process and who are rated and placed in the highest rating category on the eligible list:

- (1) a veteran with a disability;
- (2) an equal preference for a veteran without a disability and for a person with a disability.]

[(c)]

(b) To receive [priority consideration] hiring preference points under [6-11(b)] this section, an eligible applicant must apply for the preference on the application form and must provide the necessary certification or documentation within 14 calendar days after it is requested by OHR.

(c) The OHR Director must establish a uniform scoring system for examinations, preferred criteria resume ratings, and interviews with a maximum score of 100 so that the preference points carry equal weight regardless of the position that the applicant applies for. It is possible for an applicant with preference points to have a score higher than 100.

(d) Allocation of hiring preference points

- (1) veterans discharged 5 years or less from the date of the job application receive 5 points;
- (2) veterans discharged more than 5 years from the date of the job application receive 3 points;
- (3) persons with disabilities receive 5 points;
- (4) veterans with disabilities, regardless of their date of discharge, receive 10 points;
- (5) widows and widowers of veterans killed while on active duty 5 years or less from the date of the job application receive 5 points;



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- (6) widows and widowers of veterans killed while on active duty more than 5 years from the date of the job application receive 3 points; and
- (7) spouses of veterans who are unable to use preference points because they are 100 percent disabled receive 10 points.
- (e) *Application of hiring preference points to selection process*
- (1) Hiring preference points under this section may be used by an applicant to apply for multiple County positions. If an applicant obtains an appointment to a County merit position using the preference points, the points cannot be used again.
- (2) County employees who are veterans or otherwise qualify for hiring preference points, and have not already used veterans' credit or disability hiring preference to receive priority consideration, preference points or the equivalent to obtain appointment to a merit position shall receive preference points when applying for other merit positions that are advertised to the public and not for "employees only" vacancy announcements.
- (3) Employees who receive a noncompetitive appointment to a merit position under Section 6-14 are not eligible for preference points for other merit positions.
- (4) Preference points do not apply to Management Leadership Service (MLS) positions.
- (5) Preference points cannot be used to help an applicant meet the minimum qualifications for a merit position.



# MONTGOMERY COUNTY EXECUTIVE REGULATION

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- (6) Preference points cannot be used to help an applicant achieve a passing score on an examination. If a written or oral examination is required for the position, an applicant must achieve a passing score before any preference points can be added.
- (7) Where the department selection process is based solely on a written or oral examination score, the points are added to the applicant's passing examination score.
- (8) Where the department selection process requires an applicant to take a pass/fail examination and all applicants who pass the exam are then interviewed, the points are added to the interview score.
- (9) Where the department's selection process flows from the resume rating an applicant receives based on the preferred criteria listed in the job vacancy announcement, the points are added to the rating score, which might help the applicant move to a higher rating category.
- (10) For some merit positions there are neither examinations nor preferred criteria but only minimum qualifications that must be met.  
The recruitment for these positions is often done on an open and continuous basis. When a job vacancy occurs, the department determines which of the applicants who have met the minimum qualifications to interview based often on factors such as the subject matter or experience that the department is seeking for the particular vacancy. For these positions only, an eligible applicant who qualifies for hiring preference points will instead be guaranteed an interview by the department for the vacant



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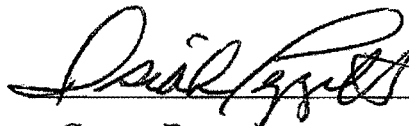
Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

<b>Subject</b> Hiring Preference Points for Persons with Disabilities and Veterans	<b>Number</b> 2-13
<b>Originating Department</b> Office of Human Resources	<b>Effective Date</b>

position.

\* \* \*

Approved:



Isiah Leggett, County Executive

June 19, 2013

Date

Approved as to form and legality:

Anne T. Windle

Office of the County Attorney

6/5/13

Date





# MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

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## Hiring Preference Points for Persons with Disabilities and Veterans

Executive Regulation No. 2-13

Issued by: County Executive

Supersedes: Executive Regulation No. 3-10

Authority: Montgomery County Code, 2004, §33-7(b)

Council review: Method 1

*Montgomery County Register* Volume 30, Issue 5

Comment deadline: May 31, 2013

Effective date: \_\_\_\_\_

**Summary:** This regulation implements Expedited Bill No. xx-13, Hiring Preference Points for Persons with Disabilities and Veterans, enacted by the Council on \_\_\_\_\_ 2013. The regulation amends Section 6 of the 2001 Montgomery County Personnel Regulations by converting the hiring preference given by Executive Regulation 3-10 to eligible veterans with a disability, other persons with a disability, and other veterans who apply for County merit positions in a normal competitive process from priority consideration to a numeric point system. The regulation also expands the hiring preference to include a new derivative category, widows, widowers, and spouses of veterans in certain instances.

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Please use the key below when reading this regulation:

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*Heading or defined term.*

*Existing language unchanged by executive regulation.*



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Office of Human Resources	

## SECTION 6. RECRUITMENT AND APPLICATION RATING PROCESS

\* \* \*

### 6-11. Hiring preference points for appointment to a County merit system position.

#### (a) *Definitions*

- (1) ***Hiring preference points:*** Numeric points that are added to the passing examination score, preferred criteria resume rating count, or interview rating total of eligible applicants who apply for County merit positions in a normal competitive process.
- (2) ***Person with a disability:*** A person who:
  - (A) has a severe developmental, physical, or psychiatric disability within the meaning of 5 C.F.R. 213.3102(u), the criteria for disability used by the Federal Office of Personnel Management for noncompetitive appointment to Federal merit system positions under its special hiring authority; and
  - (B) has been certified by the Maryland Department of Education Division of Rehabilitation Services or by an equivalent out-of-state vocational rehabilitation agency as meeting the definition of disability contained in (A) above based upon medical evidence.
- (3) ***Spouse of Veteran with a disability:*** An individual married to a person who:
  - (A) meets the definition of veteran contained in (5) below; and
  - (B) is unable to use the preference points because the person has been rated by the Department of Veterans Affairs with a compensable service-connected disability of 100 percent.



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- (4) ***Veteran with a disability:*** A person who:
  - (A) meets the definition of veteran contained in (5) below; and
  - (B) is rated by the Department of Veterans Affairs with a compensable service-connected disability of 30 percent or more.
- (5) ***Veteran:*** A person who:
  - (A) was honorably discharged or released from a branch of the United States armed services after at least 180 days of active military duty other than for training;
  - (B) was not granted a normal retirement from the United States armed services; and
  - (C) has not already used veteran's credit to receive priority consideration or preference points for appointment to a County merit position.
- (6) ***Widow or widower of a veteran:*** A person:
  - (A) whose spouse was killed while on active duty in a branch of the United States armed services; and
  - (B) has not remarried.

- (b) To receive hiring preference points under this section, an eligible applicant must apply for the preference on the application form and must provide the necessary certification or documentation within 14 calendar days after it is requested by OHR.
- (c) The OHR Director must establish a uniform scoring system for examinations, preferred criteria resume ratings, and interviews with a maximum score of 100 so



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that the preference points carry equal weight regardless of the position that the applicant applies for. It is possible for an applicant with preference points to have a score higher than 100.

(d) *Allocation of hiring preference points*

- (1) veterans discharged 5 years or less from the date of the job application receive 5 points;
- (2) veterans discharged more than 5 years from the date of the job application receive 3 points;
- (3) persons with disabilities receive 5 points;
- (4) veterans with disabilities, regardless of their date of discharge, receive 10 points;
- (5) widows and widowers of veterans killed while on active duty 5 years or less from the date of the job application receive 5 points;
- (6) widows and widowers of veterans killed while on active duty more than 5 years from the date of the job application receive 3 points; and
- (7) spouses of veterans who are unable to use preference points because they are 100 percent disabled receive 10 points.

(e) *Application of hiring preference points to selection process*

- (1) Hiring preference points under this section may be used by an applicant to apply for multiple County positions. If an applicant obtains an appointment to a County merit position using the preference points, the points cannot be used again.
- (2) County employees who are veterans or otherwise qualify for hiring preference points, and have not already used veterans' credit or disability hiring preference to receive priority consideration,



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preference points or the equivalent to obtain appointment to a merit position shall receive preference points when applying for other merit positions that are advertised to the public and not for "employees only" vacancy announcements.

- (3) Employees who receive a noncompetitive appointment to a merit position under Section 6-14 are not eligible for preference points for other merit positions.
- (4) Preference points do not apply to Management Leadership Service (MLS) positions.
- (5) Preference points cannot be used to help an applicant meet the minimum qualifications for a merit position.
- (6) Preference points cannot be used to help an applicant achieve a passing score on an examination. If a written or oral examination is required for the position, an applicant must achieve a passing score before any preference points can be added.
- (7) Where the department selection process is based solely on a written or oral examination score, the points are added to the applicant's passing examination score.
- (8) Where the department selection process requires an applicant to take a pass/fail examination and all applicants who pass the exam are then interviewed, the points are added to the interview score.
- (9) Where the department's selection process flows from the resume rating an applicant receives based on the preferred criteria listed in the job vacancy announcement, the points are added to the rating score, which might help the applicant move to a higher rating category.



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<b>Subject</b>	<b>Number</b>
Hiring Preference Points for Persons with Disabilities and Veterans	2-13
<b>Originating Department</b>	<b>Effective Date</b>
Office of Human Resources	

- (10) For some merit positions there are neither examinations nor preferred criteria but only minimum qualifications that must be met.
- The recruitment for these positions is often done on an open and continuous basis. When a job vacancy occurs, the department determines which of the applicants who have met the minimum qualifications to interview based often on factors such as the subject matter or experience that the department is seeking for the particular vacancy. For these positions only, an eligible applicant who qualifies for hiring preference points will instead be guaranteed an interview by the department for the vacant position.

Approved:

Isiah Leggett, County Executive

June 19, 2013  
Date

Approved as to form and legality:

Anne T. Wmille  
Office of the County Attorney

6/5/13  
Date

**Fiscal Impact Statement**  
**Executive Regulation 2-13, Hiring Preference Points for**  
**Persons with Disabilities and Veterans**

**1. Executive Regulation Summary**

The proposed regulation implements Bill No. xx-13, Hiring Preference for Persons with Disabilities and Veterans. The regulation amends Section 6 of the 2001 Montgomery County Personnel Regulations by converting the hiring preference given by Executive Regulation 3-10 to eligible veterans with a disability, other persons with a disability, and other veterans who apply for County merit positions in a normal competitive process from priority consideration to a numeric point system. The regulation also expands the hiring preference to include a new derivative category, widows, widowers, and spouses of veterans in certain instances.

**2. An estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in the recommended or approved budget. Includes source of information, assumptions, and methodologies used.**

The proposed regulation does not have any fiscal impact.

**3. Revenue and expenditure estimates covering at least the next 6 fiscal years.**

The proposed regulation does not have any fiscal impact.

**4. An actuarial analysis through the entire amortization period for each regulation that would affect retiree pension or group insurance costs.**

Not applicable.

**5. Later actions that may affect future revenue and expenditures if the regulation authorizes future spending.**

The proposed regulation does not authorize future spending.

**6. An estimate of the staff time needed to implement the regulation.**

The numeric point hiring preference program replaces the current priority consideration hiring preference and would be handled by the OHR staffing team.

**7. An explanation of how the addition of new staff responsibilities would affect other duties.**

The numeric point preference program is a substitute for the current system of priority consideration and therefore overall would not result in additional responsibilities for the OHR staffing team.

**8. An estimate of costs when an additional appropriation is needed.**

Not applicable

**9. A description of any variable that could affect revenue and cost estimates.**

Not applicable.

**10. Ranges of revenue or expenditures that are uncertain or difficult to project.**

Not applicable.

**11. If a regulation is likely to have no fiscal impact, why that is the case.**

This regulation does not have a fiscal impact. It establishes a numeric hiring preference point system for persons with disabilities, veterans, and widows, widowers, and spouses of veterans in certain instances. The program replaces the current priority consideration hiring preference and will be administered by the same OHR staffing team members.


**12. Other fiscal impacts or comments.**

None

**13. The following contributed to and concurred with this analysis (enter name and dept.)**

Stuart Weisberg, Office of Human Resources

Helen Vallone, Office of Management and Budget

  
Jennifer A. Hughes, Director  
Office of Management and Budget

6/13/13  
Date



Bill



OFFICE OF MANAGEMENT AND BUDGET

Isiah Leggett  
County Executive

Jennifer A. Hughes  
Director

MF  
CC  
SBF  
LT  
BD  
AM  
JH  
JF

MEMORANDUM

October 25, 2013

TO: Nancy Navarro, President, County Council

FROM: *JAH* Jennifer A. Hughes, Director, Office of Management and Budget

SUBJECT: Expedited Bill xx-13, Hiring Preference Points for Persons with Disabilities and Veterans

Please find attached the fiscal impact statements for the above-referenced legislation.

JAH:MC

- c: Kathleen Boucher, Assistant Chief Administrative Officer  
Lisa Austin, Offices of the County Executive  
Joy Nurmi, Special Assistant to the County Executive  
Patrick Lacefield, Director, Public Information Office  
Joseph F. Beach, Director, Department of Finance  
Robert Hagedoorn, Department of Finance  
David Platt, Department of Finance  
Stuart Weisberg, Office of Human Resources  
Corey Orlosky, Office of Management and Budget  
Henri Apollon, Office of Management and Budget

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Office of the Director

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[www.montgomerycountymd.gov](http://www.montgomerycountymd.gov)



### **Fiscal Impact Statement**

#### **Expedited Bill xx-13, Hiring Preference Points for Persons with Disabilities and Veterans**

**1. Bill Summary.**

This expedited bill converts the hiring preference given in Bill No. 46-09 to eligible veterans with a disability, other persons with a disability, and other veterans who apply for a County merit position in a normal competitive process from priority consideration to a numeric point system.

The current hiring preference program which provides priority consideration for persons with disabilities and veterans who apply for a County merit position in a normal competitive process and are among the highest rating category has been cumbersome for some departments to administer and has resulted in lengthy delays in filling vacant positions. The bill also expands the hiring preference to include a new derivative category, widows, widowers, and spouses of veterans under certain circumstances. The bill requires the Executive to adopt regulations establishing and maintaining a hiring preference point system for certain qualified persons who apply for a County merit position.

- 2. An estimate of changes in County revenues and expenditures regardless of whether the revenues or expenditures are assumed in the recommended or approved budget. Includes source of information, assumptions, and methodologies used.**  
The bill does not have any fiscal impact.
- 3. Revenue and expenditure estimates covering at least the next 6 fiscal years.**  
The bill does not have any fiscal impact.
- 4. An actuarial analysis through the entire amortization period for each bill that would affect retiree pension or group insurance costs.**  
Not applicable.
- 5. Later actions that may affect future revenue and expenditures if the bill authorizes future spending.**  
The proposed bill does not authorize future spending.
- 6. An estimate of the staff time needed to implement the bill.**  
The bill converts the hiring preference program from priority consideration to a numeric numeric point system and the program would continue to be administered by the OHR staffing team.
- 7. An explanation of how the addition of new staff responsibilities would affect other duties.**  
The numeric point preference program is a substitute for the current system of priority consideration and therefore overall would not result in additional responsibilities for the OHR staffing team.

**8. An estimate of costs when an additional appropriation is needed.**

Not applicable

**9. A description of any variable that could affect revenue and cost estimates.**

Not applicable.

**10. Ranges of revenue or expenditures that are uncertain or difficult to project.**

Not applicable.

**11. If a bill is likely to have no fiscal impact, why that is the case.**

This bill does not have a fiscal impact.

It establishes a numeric hiring preference point system for persons with disabilities, veterans, and widows, widowers, and spouses of veterans in certain instances. The program replaces the current priority consideration hiring preference and will be administered by the same OHR staffing team members.

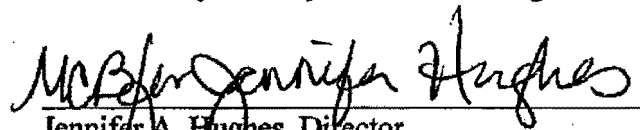
**12. Other fiscal impacts or comments.**

None.

**13. The following contributed to and concurred with this analysis**

Stuart Weisberg, Office of Human Resources

Corey Orlosky, Office of Management and Budget

  
\_\_\_\_\_  
Jennifer A. Hughes, Director  
Office of Management and Budget

10/25/13  
Date